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ABSTRACT

This employment assessment tool for parents of young adults with deaf-blindness was created to assist in examining strengths and weaknesses of various employment programs in relation to their child's employment wants and needs, to guide parents in advocating for what is needed from a specific job to ensure their child's success, and to provide a user-friendly instrument. The tool covers seven areas: vocational assessment activities, job development/job match activities, job site characteristics, job description, health and safety issues, socialization on the job, and available supports. The instrument can be used to: (1) stimulate thinking during the initial stages of considering employment and assessing whether this might be a valuable experience for a family member; (2) help when looking at several specific jobs and assessing how they match the young adult's skills, interests, preferences, and personality; and (3) organize the many questions to be asked when considering a specific job and support package for a young adult. (JDD)

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AN ASSESSMENT INSTRUMENT FOR FAMILIES: EVALUATING EMPLOYMENT FOR INDIVIDUALS WITH DEAF-BLINDNESS

Developed by:
Helen Keller National Center - Technical Assistance Center
(January, 1995)

EC 303808

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AN ASSESSMENT INSTRUMENT FOR FAMILIES: EVALUATING EMPLOYMENT PROGRAMS FOR INDIVIDUALS WITH DEAF-BLINDNESS

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The Helen Keller National Center - Technical Assistance Center (HKNC-TAC) is pleased to share this employment assessment tool for parents of young adults with deaf-blindness. This instrument was created to assist parents in looking at different aspects of employment for their family member who is deaf-blind. Our goals in developing this instrument were threefold: first, to construct an instrument that allows parents to examine the strengths and weaknesses of various employment programs in relation to their child's employment wants and needs; second, to guide parents in advocating for what is needed from a specific job to ensure their son or daughter's success; and, third, to ensure that the instrument is user friendly for parents.

With these goals in mind, we have created an evaluative list of considerations that parents may wish to keep in mind when looking at possible employment programs and specific jobs for their son or daughter. This tool offers seven areas of assessment: 1) Vocational Assessment Activities; 2) Job Development/Job Match Activities; 3) Job Site Characteristics; 4) Job Description; 5) Health and Safety Issues; 6) Socialization on the Job; 7) Available Supports.

This instrument is meant to be general and flexible so that it can be used in many ways. For example, it can help to stimulate thinking during the initial stages of considering employment for a family member adult and assessing whether this might be a valuable experience for him or her. It can also help when looking at several specific jobs and assessing how they match the young adults's skills, interests, preferences and personality. Finally, it can also be used as a checklist to organize the many questions to be asked when considering a specific job and support package for a young adult. Parents may use the entire instrument or select categories of questions that concern them most. It is meant to be flexible and capable of meeting a wide variety of needs.

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Please take a few minutes to think about employment for your child across to the following areas:

Vocational Assessment Activities _____
Job Development/Job Match Activities _____
Job Site Characteristics _____
Job Description _____
Health and Safety Issues _____
Socialization on the Job _____
Available Supports _____

Which of these areas is most important to you? Which is the least important? They are all areas you will be evaluating as you use this instrument. You may find it useful to rank each of these items in order of priority before proceeding with this assessment. *[1 = most important and 7 = least important]*

AN ASSESSMENT INSTRUMENT FOR FAMILIES: EVALUATING EMPLOYMENT PROGRAMS FOR INDIVIDUALS WITH DEAF-BLINDNESS

VOCATIONAL ASSESSMENT ACTIVITIES					
Things to consider: 1. How are employment interests assessed? 2. How are support needs assessed? 3. Who determines whether an individual is employable? On what basis is the determination made? 4. Who identifies a specific type of job? On what basis is a job selected? 5. How is the young adult who is deaf-blind included? How is the family included?	*Comments:*				
Rating of Vocational Assessment Activities	*[ ] Excellent*	*[ ] Very Good*	*[ ] Good*	*[ ] Fair*	*[ ] Poor*
JOB DEVELOPMENT/JOB MATCH ACTIVITIES					
Things to consider: 1. How are job openings identified? How much variety is there in job types? 2. How are individuals matched to a job? 3. Once a job has been identified, is it a good job match with your child's skills, interests, preferences, and personality? 4. Will he or she need to develop new skills? Are supports available for this? 5. Does this job fit into your son's or daughter's preferences? Into his or her future employment dreams? 6. Are communication and socialization opportunities and supports available? 7. Are orientation and mobility supports available? Is transportation available?	*Comments:*				
Rating of Job Development/Job Match Activities	*[ ] Excellent*	*[ ] Very Good*	*[ ] Good*	*[ ] Fair*	*[ ] Poor*

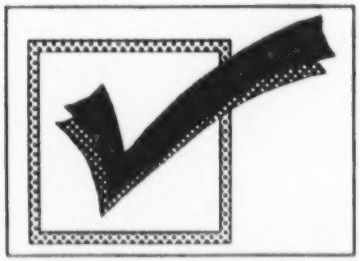
JOB SITE CHARACTERISTICS					
Things to consider: 1. General location and appearance of job site 2. Size of company 3. Atmosphere: e.g., volume/pace of work; friendliness of employees 4. Dress & grooming requirements 5. Rate of employee turnover 6. Look at physical environment from your child's perspective including: orientation and mobility requirements, number of people, lighting and/or noise level, orderliness/cleanliness, communication/socialization opportunities 7. Management & values of the organization 8. Is transportation needed? Available? 9. Are there employee benefits such as health insurance, worker's compensation, vacation, sick leave, etc?	*Comments:*				
Rating of Job Site Characteristics	*[ ] Excellent*	*[ ] Very Good*	*[ ] Good*	*[ ] Fair*	*[ ] Poor*

JOB DESCRIPTION					
Things to consider: 1. Is the job located in the community? 2. Is the job integrated within the organization? 3. What is the work schedule? 4. Are the work expectations clearly defined? Is there a written job description? 5. What are the physical requirements of the job? 6. What job skills are needed? What job skills does your child have? Who will teach any new skills needed for this job? 7. What will he or she earn?	*Comments:*				
Rating of Job Description	*[ ] Excellent*	*[ ] Very Good*	*[ ] Good*	*[ ] Fair*	*[ ] Poor*

HEALTH AND SAFETY ISSUES					
Things to consider: 1. Is orientation and mobility assistance needed? 2. Are there medication needs required during the work day? 3. Are emergency plans such as fire and evacuation in place? 3. Does the site have machinery that could be dangerous?	*Comments:*				
Rating of Health and Safety Issues	*[ ] Excellent*	*[ ] Very Good*	*[ ] Good*	*[ ] Fair*	*[ ] Poor*

SOCIALIZATION ON THE JOB					
Things to consider: 1. What does this job offer beyond a paycheck? 2. Is there the possibility for satisfying social interactions for your son or daughter? What are the communication requirements of the job? 3. Does anyone know ASL (if appropriate)? 4. Do co-workers seem to have potential for becoming friends? Are employees friendly?	*Comments:*				
Rating of Socialization on the Job	*[ ] Excellent*	*[ ] Very Good*	*[ ] Good*	*[ ] Fair*	*[ ] Poor*

AVAILABLE SUPPORTS					
Things to consider: 1. Will training be available? Will assistive technology be available? 2. Are there support staff such as job coaches, orientation and mobility, and/or communication specialists available? 3. Are staff available on a time-limited or on-going basis? 4. Who will monitor job performance? How frequently? 5. Do co-workers seem to have potential for being natural supports (doing some of the things a job coach might do)?	*Comments:*				
Rating of Available Supports	*[ ] Excellent*	*[ ] Very Good*	*[ ] Good*	*[ ] Fair*	*[ ] Poor*



IN ORDER TO OBTAIN AN OVERALL PICTURE OF THE QUALITY OF THIS EMPLOYMENT PROSPECT, COMPLETE THE FOLLOWING SUMMARY SHEET.
COMPARE SUMMARY RESULTS WITH THE AREAS YOU IDENTIFIED AS A HIGH PRIORITY

SUMMARY OF ASSESSMENT

	Excellent	*Very Good*	*Good*	*Fair*	*Poor*	*Comments:*
Vocational Assessment Activities						
Job Development/Job Match Activities						
Job Site Characteristics						
Job Description						
Health and Safety Issues						
Socialization on the Job						
Available Supports						